

Article 36
MISCELLANEOUS

A. Supplemental Employment.

1. Employees shall be permitted to engage in supplemental employment under the following conditions:
 - a. The supplemental outside employment must in no way conflict with the employee's hours of state employment or in quantity or interest conflict in any way with satisfactory and impartial performance of state duties.
 - b. The employee must secure the written approval of the appointing authority on an annual basis before engaging in any supplemental outside employment.
 - c. The employee must keep the appointing authority informed of contemplated changes in supplemental outside employment.
2. Notification. Notification of outside employment shall be given the Employer at least ten (10) days before the commencement of said employment and prior to any changes in previously approved supplemental employment. Approval or disapproval, with reasons therefore, will be given by the employer within ten (10) days after receipt of the notification, or prior to the anticipated commencement date, whichever occurs first. Notification shall be made on forms prescribed by the department.
3. Cancellation. Should the Employer determine that an employee's supplemental employment interferes with his/her regular work, employment violates Civil Service Rules and Regulations, or is in violation of this Agreement, he/she will be given reasonable time to promptly terminate his/her supplemental employment before being disciplined, requested to resign state service, or involuntarily terminated.

B. Safety Shoes. When the Department requires that unit employees wear approved safety shoes, the Department will provide such approved safety shoes in accordance with departmental regulations. At the unit employee's option, if safety shoes are required, the Department shall reimburse the unit employees for the cost of approved safety shoes up to a maximum of \$200.00 during any twenty-four (24) month period of time.

C. The Employer will furnish protective clothing and equipment in accordance with applicable standards established by the Michigan Departments of Consumer & Industry Services and/or Community Health/Community Public Health Agency. The issue of the Employer providing other apparel, the purpose of which is to protect the health and safety of employees against

hazards they might reasonably be expected to encounter in the course of performing job duties, shall be a proper subject for secondary negotiations.

- D. Safety Glasses. If the Employer requires an employee to wear safety glasses, and the employee needs corrective lenses, the Employer shall furnish such glasses after the employee has presented the Employer with the required prescription. The employee shall bear the cost of any eye examination.
- E. VDT/CRT Glasses. Employees who, while operating a VDT/CRT require prescription corrective lenses which are different than those normally used, shall be eligible for reimbursement for lenses and frames on an annual basis at the rates provided herein. Such reimbursement shall be made by the departmental employer. These lenses and frames are in addition to those provided under the vision care insurance. In order to be eligible for this additional reimbursement, employees must utilize a VDT/CRT more than 50% of the time.
- F. Printing Costs. The Employer will pay for one-half of all contract printing costs.
- G. Pre-Tax Payroll Deduction For Parking or Transportation Expenses. The parties have discussed the parking/transportation benefit authorized by the Internal Revenue Code, which allows employees to pay parking or transportation expenses out of pre-tax income under certain circumstances. Among the factors discussed was that taking advantage of the parking/transportation benefit reduces an employee's taxable income, and therefore could slightly reduce the amount of the employee's social security benefit.

The parties agree as follows:

1. For bargaining unit employees who pay for parking through payroll deduction, the Employer will implement the pre-tax payroll deduction benefit effective with the August 16, 2001 pay date. Prior to implementation, employees will be offered the opportunity to opt out of the benefit (i.e., to continue payroll deduction from after-tax income).
2. As soon as administratively feasible, bargaining unit employees who do not have payroll deduction for parking will be offered the opportunity to establish an account for the purpose of reimbursing out-of-pocket parking expenses. The employee determines the amount of pre-tax income to set aside, and then submits parking receipts for reimbursement from this account.

3. If permitted under the IRS Code, the Employer will offer the opportunity to establish pre-tax reimbursement accounts to bargaining unit employees who use van pools, buses, or other forms of mass transportation to commute to and from work. Additional research is required to determine whether this benefit can be offered.
- H. Where employees are required to wear identification badges, the employer shall provide protective covers for the badges at no cost to the employee.
 - I. Limited Term Appointments. When an employee has been in the same limited term appointment for 4,160 continuous service hours, the employee shall be made permanent, unless the employee is working in a project which has an established ending date. This provision shall not apply in the case of a continuing state classified employee who accepts an appointment to a limited term position, except as specified in Article 12, Section D.
 - J. Before parking rates are increased for bargaining unit employees, the Office of the State Employer will meet with the Union and provide information explaining the increase.